



Health Professionals (ESC - 75)

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

Memorandum of Understanding (MOU) Term	July 23, 2019 – March 25, 2023
Representation	Engineers and Scientists of California (ESC), Local 20 International Federation of Professional and Technical Engineers, AFL-CIO & CLC
Health and Welfare	
Benefit Level	Fulltime (80 hours/1.0 FTE)
Medical	Semi-Monthly County Contribution Effective July 30, 2019 – May 31, 2020 \$350.00 Employee Only \$700.00 Employee +1 \$990.00 Employee +2 or more
Dental	\$46.18 – Semi-Monthly County Contribution \$13.04 – Semi-Monthly Employee Contribution
Vision	County Paid (\$7.85 Semi-Monthly)
Basic Life Insurance – County Paid	\$25,000
Supplemental Life – Employee Paid	1, 2, 3, 4, or 5 times Base Annual Salary (\$500,000 maximum when combined with Basic Life)
Dependent Life – Employee Paid	\$5,000 per Eligible Dependent
Accidental Death & Dismemberment – County Paid	\$25,000
Leave Provisions	
Vacation	Accrue up to 4.94 – 8.01 hours based on years of service, not to exceed 300 Hours
Vacation Savings Plan (VSP) – Employee Paid	Set aside up to 20 hours of base pay each plan year during years 3 through 5
Holiday	12 days per year
Sick	Accrue up to 3.68 hours
Paid Parental Leave	320 hours (subject to eligibility requirements)
Compassionate	Up to 32 hours per eligible occurrence

In the case of conflict between the information presented in this summary and the current Memorandum of Understanding (MOU), the MOU determines the benefit. This document does not constitute a contract. Benefits are subject to change. For benefit details, please refer to the Salary Resolution or Memorandum of Understanding in effect for this employee group.

Revised: October 14, 2019

Retirement - Pension	
Tier 1 (Retirement system membership on or before 12/31/2012; reciprocity provision may apply)	3% at 60
Tier 2 (Retirement system membership on or after 1/1/2013)	2% at 62; 2.5% at 67
Retirement - Other	
457 - Voluntary Deferred Compensation	Employee Paid (optional)
Retiree Medical Plan – Hired Prior to January 1, 2009	See Memorandum of Understanding (MOU) for eligibility requirements
Retiree Health Reimbursement Account (HRA) – Hired on or after January 1, 2009	\$2,400 Lump Sum Deposit upon meeting eligibility criteria; then up to \$46.40 thereafter
Other Benefits	
Staff Development/Wellness Reimbursement	\$850 per Fiscal Year
Dependent Care Assistance Program (DCAP)	Employee Paid
Health Flexible Spending Account (FSA)	Employee Paid
Short Term Disability	Employee Paid through SEIU Union Insurance Services
Long Term Disability	County Paid
Employee Assistance Program (EAP)	County Paid
Semi-Monthly Medical Premium Out-of-Pocket Cost – Examples based on 2019/2020 medical plan premiums Example #1: Employee elects Kaiser Permanente HMO with Employee Only coverage. <div> \$431.87 Premium - \$350.00 County Contribution \$81.87 Employee Semi-Monthly Out-of-Pocket Cost </div> Example #2: Employee elects Sutter Health Plus with Employee + 1 dependent coverage. <div> \$645.80 Premium - \$645.80 County Contribution \$0.00 Employee Semi-Monthly Out-of-Pocket Cost </div> Example #3: Employee elects Western Health Advantage with Employee + 2 or more coverage. <div> \$1,105.40 Premium - \$990.00 County Contribution \$115.40 Employee Semi-Monthly Out-of-Pocket Cost </div>	

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